

SINGULARITY

PARTNERS

TITLE: Agile Transformation Architect

DEPARTMENT: Agile Transformation Services

REPORTS TO: TBD

LOCATION: Seattle, WA

Position Description:

- ◆ Are you a talented, creative software development professional, interested in working in a team atmosphere to help solve our clients' most complex issues? Are you interested in working in one of the hottest areas of the market today, Agile Transformation Services for our clients, all the while working with high caliber team members and continually learning and expanding your skills?
- ◆ The principal architect for agile transformation plays a key role in shaping our clients' technology strategy and transformation by applying expertise in agile processes, tool standards and governance, training, continuous improvement, DevOps, and continuous delivery. This is a highly visible role with ample opportunities to lead enterprise-scale transformation while providing hands-on coaching and guidance to management, technical and business teams.
- ◆ The successful candidate must be able to apply proven best practice framework to simplify the learning journey and connecting principles to practical application to maximize organizational adoption. The candidate must have a passion for working with and mentoring a variety of teams to create truly sustainable and extendable systems. The candidate must be open to new challenges, be innovative, provide thought leadership, be a servant leader and an effective collaborator to work across business functional and software developments teams to solve problems and implement new process and tool solutions. This candidate will work with all levels of the management to drive adoption and agility.
- ◆ This position is viewed by our client as a trusted advisor who utilizes in-depth industry, business, and technical knowledge to guide teams in the delivery of capabilities that are key to the company's success.

Key Responsibilities:

- ◆ 8+ years industry experience as a program manager, product manager, development manager or QA manager within a technology environment, with a progressive record of successful delivery of complex software systems or services
- ◆ 4-6 years driving enterprise wide agile transformation initiatives with real-world coaching and guiding responsibilities for all levels of the organization, i.e. teams, division, IT, or Business
- ◆ 3-5 years of hands-on experience with agile management tools such as Rally or equivalent
- ◆ Experience acting as a business leader that is able to interpret business goals and apply them
- ◆ Must be a leader that can influence the consistent adoption of agile principles, business process as well as agile management tools and governance structure for the enterprise

- ◆ Ability to advise executives, facilitate planning meetings, and identify and mitigate Agile adoption risk
- ◆ Serve as an advisor to teams; leading by example and challenging the status quo
- ◆ Ensure Agile adherence and consistency while maintaining teams' abilities to be self- directed
- ◆ Must be able to bring multiple groups together to facilitate prioritization of needs and drive/execute on those priorities
- ◆ Maturity, judgment, negotiation/influence skills, analytical skills, and leadership skills are essential
- ◆ Effective written and oral communication with multiple levels of business and technical leadership
- ◆ Ability to facilitate discussion at all levels of the organization to resolve conflicts
- ◆ Design, develop and deliver training to satisfy the needs for real world application and just in time learning for targeted audiences
- ◆ Foster a trusting environment focused on servant leadership and continuous improvement
- ◆ Promote environment and culture of experimentation and innovation
- ◆ Mastery of software processes (development, configuration, testing, and deployment) and product life cycle management is critical
- ◆ Prior experience in software engineering or scrum master across multiple software development teams is a huge plus

Experience and Education:

- ◆ Bachelor's Degree. in Engineering, Computer Science, Business Administration, Project Management or combination of equivalent experience and education
- ◆ (Desired) Master's / Advanced Degree
- ◆ Lead large scale agile transformation efforts.
- ◆ Minimum 5 years of experience with agile development (SCRUM, Kanban, etc.) and within an agile project team (either Agile by definition or agile in ability to perform cross-functional tasks quickly) balance multiple projects and collaborating closely with other development teams
- ◆ Minimum to 5 years of experience in working with multiple sprint teams to dynamically allocate non-production environments for top priority agile development projects
- ◆ Minimum 5 years of experience setting up Git repositories for projects, managing multiple projects' workflows, and troubleshooting complex issues with Git
- ◆ Minimum 5 years of experience in setting up and managing dependency management tools such as Maven, NPM, etc.
- ◆ Minimum 5 years of experience in creating and managing jobs in build management tools such as Jenkins, Maven, Grunt, etc.

- ◆ Minimum 5 years of experience with managing, setting up, and provisioning projects in Continuous Integration / Continuous Delivery (i.e. Jenkins, BuildBot, etc.)
- ◆ Minimum 5 years of experience with Linux (writing shell scripts)
- ◆ Minimum 5 years of experience Hands-on configuration and management experience with one or more modern configuration management tools (i.e. Ansible, Puppet, Chef, etc.)
- ◆ Explain difficult concepts to decision makers to help shape technology strategy to achieve agility.
- ◆ Serve as a contributing member of a high performing Agile tool governance team, responsible for facilitating the adoption, implementation, and sustainability of Agile processes, tools such as RALLY and best practices
- ◆ Drive the evolution of agile tool governance by influencing key decision makers and ensuring compliance with standards and guardrails set to simplify the learning journey for the teams
- ◆ Mentor team members on best practices in area of expertise. Grasp, communicate and share big-picture enterprise wide perspectives with the team. Identify and suggest training opportunities for immediate workgroup to help promote bench strength.
- ◆ Provide hands-on team guidance, support, and coaching in close cooperation and collaboration across all roles and functions, to facilitate increasing maturity at a sustainable pace
- ◆ Identify opportunities for individuals and team-based continuous improvements
- ◆ Advance Business, IT, and Operations leadership understanding of their respective roles within Agile
- ◆ Act as a trusted advisor and subject matter expert on Agile development methods (DevOps) and processes to build effective program teams and lead complex organizational transformations
- ◆ Guide teams with their relevant metrics from best in class agile management tools such as RALLY to help teams see how they are performing and leverage retrospectives to continuously improve
- ◆ Sense of humor!

About Singularity Partners:

- ◆ We work with people and organizations who have ambitious missions - whether they are in the commercial, social or government sectors. We set up smart teams who love challenges and think disruptively to help our clients succeed. We are a software company and a community of passionate, purpose-led individuals. We think disruptively to deliver technology to address our clients' toughest challenges, all while seeking to revolutionize the IT industry and create positive social change. We abhor and reject discrimination and inequality and promote diversity in all its forms. We're proud to be an equal opportunity employer- and celebrate our employees' differences, regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or Veteran status. Different makes us better.
- ◆ **Do the right thing**
- ◆ **Attitude, aptitude and integrity**

- ◆ **Personal and organizational transparency**
- ◆ **Curiosity, creativity and passion**
- ◆ **Fail fast and acknowledge our mistakes**
- ◆ **Intolerant of intolerance**
- ◆ **Respectful to others and collaborative**